

NGA No FEAR Act Report (2nd Quarter 2022)

Complaint Activity	Comparative Data					2022 thru 3/31
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
Number of Complaints Filed	36	46	23	40	27	18
Number of Complainants	36	46	23	40	27	18
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	Comparative Data					2022 thru 3/31	
	Previous Fiscal Year Data						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021		
	Race	17	14	7	22	10	7
	Color	5	6	3	6	4	3
	Religion	1	2	0	3	1	7
	Reprisal	13	16	6	17	14	9
	Sex	19	19	9	10	18	4
	National Origin	2	4	1	2	1	2
	Equal Pay Act	0	0	0	0	1	0
	Age	11	22	5	11	8	3
	Disability	10	9	8	14	7	6
	Genetics	0	1	0	0	0	2
	Non-EEO	N/A	N/A	N/A	N/A	N/A	N/A

Complaints by Issue	Comparative Data					2022 thru 3/31
	Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2017	2018	2019	2020	2021	
Appointment/Hire	1	0	0	2	2	1
Assignment of Duties	8	12	2	3	4	6
Awards	2	0	0	0	2	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	0	1	0	0	1
Removal	4	5	0	3	3	0
Suspension	0	0	0	1	0	0
Other	3	2	0	1	1	2
Duty Hours	3	0	0	0	2	4
Evaluation Appraisal	12	21	0	3	3	5
Examination/Test	0	15	0	0	1	1
Harassment						
Non-Sexual	13	25	7	22	16	12
Sexual	1	1	3	0	0	1
Medical Examination	0	1	1	0	0	1
Pay (Including Overtime)	6	1	0	0	1	0
Promotion/Non-Selection	5	7	8	4	6	2
Reassignment						
Denied	10	1	0	1	1	0
Directed	9	1	2	1	0	1
Reasonable Accommodation	4	3	4	3	3	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	2	0
Retirement	1	0	0	1	0	0
Termination	0	0	3	3	0	0
Terms/Conditions of Employment	0	2	2	0	1	4
Telework	0	0	0	0	1	4
Time and Attendance	12	8	0	1	2	2
Training	4	6	0	0	2	6
Other	4	1	0	0	3	3

*Telework was captured under "Other" for the previous years, for FY22 it is being captured as a standalone Issue.

**Religious Accommodations is being captured starting FY22

Processing Time	Comparative Data					2022 thru 3/31
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
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Complaints pending during fiscal year						
Average number of days in investigation stage	192	275	296	191	326	298
Average number of days in final action stage	119	88	101	86	346	359
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	187	208	279	320	337	342
Average number of days in final action stage	129	161	112	365	418	399
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	183	189	191	332	365	239
Average number of days in final action stage	37	67	89	121	224	77

Complaints Dismissed by Agency	Comparative Data					2022 thru 3/31
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	1	7	4	7	4	3
Average days pending prior to dismissal	108	213	109	148	54	40
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	0	3	2	0

Total Final Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 thru 3/31	
	#	%	#	%	#	%						
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											
											2022 thru 3/31	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0

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Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data										2022 thru 3/31	
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		#	%
#	%	#	%	#	%	#	%	#	%			
Total Number Findings												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	UNCLASSIFIED		0	0	0	0	0	0

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Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2022 thru 3/31
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	51	50	52	72	81	47
Total Complainants	45	46	44	72	108	65
Number complaints pending						
Investigation	2	1	8	15	14	19
Hearing	30	49	43	43	35	29
Final Action	2	0	1	4	2	6
Appeal with EEOC Office of Federal Operations	2	3	12	0	9	9
Others to Include District Court Complaints	3	0	0	10	2	13

Complaint Investigations	Comparative Data					2022 thru 3/31
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceeds Required Time Frames	6	11	15	22	40	8

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